

GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

Administrative Reforms – Selection of suitable Government Officers for posting as Project Officers (ITDA), Project Directors, DRDA/DWMA/MEPMA, Executive Directors, DSCSCS Ltd / DBSCSCS Ltd and Project Officers, Rajiv Vidya Mission (Sarva Siksha Abhiyan) by the Screening Committee / Appointment Committee under the Chairmanship of the Chief Secretary – Comprehensive Guidelines - Issued.

PANCHAYAT RAJ AND RURAL DEVELOPMENT (RD.I) DEPARTMENT

GO.Ms.No. 143

Dated:09.05.2012.
Read the following:

1. G.O.Ms.No.423, PR&RD(RD.I) Dept., Dt :13.12.2005.
2. G.O.Ms.No.26, PR&RD(RD.I) Dept., Dt :27.01.2006.
3. G.O.Ms.No.354, PR&RD(RD.I) Dept., Dt :8.9.2006.
4. G.O.Ms.No.443, PR&RD(RD.I) Dept., Dt :24.10.2006.
5. GO.Ms.No.543, PR & RD (RD.I) Dept., Dt :12.12.2006.
6. G.O.Ms.No.16, PR&RD(RD.I) Dept., Dt :16.01.2007.
7. G.O.Ms.No.475, PR&RD(RD.I) Dept., Dt :23.10.2007.
8. From the Commissioner, AMR-APARD,Hyd.,D.O.Lr.No. 51/AMR-APARD/LandCell/2010, Dt.24.05.10.
9. Govt., Memo.No.12136/RD.I/A2/10, Dt: 07.09.2010.
- 10.Note file.No.21650/U&S/10, M A & U D Dept.,

ORDER:

Government, with a view to evolve an institutional frame work to ensure posting of Officers, known for their integrity, sincerity, commitment, efficiency, hard work and a sense of empathy towards the poor with proven track record decided to take the services of Project Officers, Integrated Tribal Development Agency (ITDA), Project Directors, District Rural Development Agency (DRDA) / District Water Management Agency (DWMA) / Mission for Elimination of Poverty in Municipal Areas (MEPMA) and Executive Directors, District Scheduled Castes Services Cooperative Society Ltd., (DSCSCS Ltd.)/District Backward Classes Services Cooperative Society Ltd., (DBCSCS Ltd.), POs RVM, (SSA) on deputation basis.

2. The Screening Committee under the Chairmanship of Chief Secretary to Government which met on 06.09.2010 made certain recommendations on the selection criteria. Further the Municipal Administration and Urban Development Department have requested to consider the PD Urban, MEPMA under the purview of Screening Committee in reference 9th read above.

3. In view of the amendments to the Go 1st read above issued from time to time in the references read above, the Government have decided to incorporate all the contents in the GOs read above in a single GO to have a clear picture. Hence after careful review of the matter hereby issue the Comprehensive orders / guidelines as follows:-

A). Composition of the Screening Committee.

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| a) Chief Secretary to Government | : Chairman |
| b) Spl.CS / Prl Sec., to Govt.,
Revenue (Ser) Dept., | : Member |

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| c) Principal Secretary to Government
Backward Classes Welfare Department. | : Member |
| d) Principal Secretary to Government
Social Welfare Department | : Member |
| e) Spl CS / Prl. Secy., to Govt
Tribal Welfare Department | : Member |
| f) Principal Secretary to Government
M A & U D Department. | : Member |
| g) Prl. Secretary to Govt SE Dept.,
Rajiv Vidya Mission | :Member |
| h) Principal Secretary(poll)
General Adminstration Dept., | :Member |
| i) Prl Secretary (RD) | :Member Convener |

I. Terms of Reference of Screening Committee:

The Screening Committee is responsible for preparing a panel of suitable officers to be considered for the posts such as Project Officers, ITDA, Project Directors DRDA/DWMA, PD (Urban) MEPMA, Executive Director SC Corporation / BC Corporation / POs, RVM (SSA), as and when vacancies arise. More specifically, the Screening Committee will discharge the following responsibilities:

- a) To scrutinize and approve the qualifications, experience and expertise that should be considered for short listing of the officers by each department. In addition, the Screening Committee shall also approve the list of feeder departments and level of officers to be considered for short listing to each of these posts.
- b) To scrutinize the profile of each officer short listed and select suitable officers to the panel.
- c) To take up half yearly review on the performance of the officers by obtaining confidential reports on the performance and integrity of the officers from the District Collectors, for taking decision whether or not to continue the officer in the post.
- d) The Screening Committee will access the secretarial support from AMR-APARD. The Department of Rural Development shall provide necessary human resource support to enable AMR-APARD to provide secretarial support to the Screening Committee.

B). Short listing of officers for consideration by the Screening Committee:
The process of short listing of officers proposed to be included in the panel is detailed below:

- a) AMR-APARD shall issue a notification in the newspaper calling for applications from officers possessing qualifications and experience as approved by the Screening Committee. The officers who are willing to be considered for these posts will be asked to send an application expressing their willingness for being posted to these posts.

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- b) AMR-APARD will get the applications scrutinized, obtain feed back on the officers qualities such as efficiency, integrity, sincerity, commitment, sense of empathy for poor, hard work, management efficiency and dedication. In case there are disciplinary proceedings pending against the officer who has applied and if there are adverse entries in the SRs of the officers, the applications shall not be considered for short listing.
- c) AMR-APARD will obtain feed back on the officer by contacting the senior officers under whom the candidate has worked. The brief profile of each officer shall be prepared and put up to the Screening Committee.

C) The Screening Committee shall take further action as follows:

- a) The panel finalized by the Screening Committee by the end of each financial year shall be valid for a period of one year. The panel shall be updated by the end of December every year by the Screening Committee.
- b) The Convener of the Screening Committee shall communicate the panel approved by the Screening Committee to the Departments of Rural Development, Social Welfare, MA & UD Dept., Tribal Welfare, Backward Classes Welfare School Education and other concerned Departments. These Departments shall prepare department-wise panel of officers who are meeting the selection criteria approved for the posts relating to their departments.
- c) All the officers who are in the panel shall be given orientation training on poverty reduction programmes at Andhra Pradesh Academy of Rural Development for a period of one week.
- d) The officers who are in the panel may become ineligible on account of crossing the age limit and also on account of certain disciplinary cases. The panel of officers can also be further filtered after obtaining feed back on their aptitude and interest they have shown during the in-service training on poverty reduction programmes to be organized by Andhra Pradesh Academy of Rural Development.
- e) No officer outside the panel shall henceforth be considered for posting as Project Officer (ITDA), Project Director DRDA/DWMA, PD, (Urban) MEPMA, Executive Director of (DSCSCS Ltd. / DBCSCS Ltd.) and PO, Rajiv Vidya Mission (SSA).

D). The posts covered under the purview of the Screening Committee department wise shall be as follows:

- a) Rural Development Department.
Project Director, (DRDA)/(DWMA).
- b) Tribal Welfare Department.
Project Officer, Integrated Tribal Development Agency (ITDA)

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- c) Social Welfare Department.
Executive Director,
District SC Cooperative Society Ltd., (DBCSCS Ltd.)
- d) Backward Classes Welfare Department.
Executive Director,
District Backward Classes Services Cooperative Society Ltd., (DBCSCS Ltd.)
- e) School Education Department.
POs Rajiv Vidya Mission.(SSA)
- f) Municipal Administration and Urban Development Dept.,
Project Directors, (Urban) MEPMA.

E) The selection criteria for various posts, as evolved by the Screening Committee is as follows:

- [I] The officers who are proposed to be considered for posting as Project Officers (ITDA), Project Directors DRDA/DWMA/MEPMA, Executive Directors, DSCSCS Ltd. / DBCSCS Ltd. and POs Pajiv Vidya Mission (SSA) shall not be more than 50 (fifty) years of age by the time they are posted in the above posts.

(1) Project Director, DRDA/DWMA.

Category to be considered:

1. Senior Time scale Officers of IAS/IFS;
2. Special Grade Dy Collectors;
3. The officers of Jt. Directors level belonging to the following Departments.

a) Agriculture, b) Animal Husbandry, c) Forest, d) Cooperation, e) Planning, f) Social Welfare, g) Tribal Welfare, h) Panchayat Raj, i) Industries, j) Registration & Stamps, k) Labour & Employment, l) Handloom & Textiles, m) Information & Public Relations, n) Treasuries & Accounts, o) Medical & Health and (P) State Audit.
4. Directly recruited Deputy Collectors having a minimum experience of two years in any welfare or developmental Departments.
5. The Dy. Director / equivalent cadre of the above departments with at least 3 years of experience of service as Dy. Directors / equivalent cadre in which atleast 2 years of experience with Rural Development Department or any welfare Department.

(2) (i) Project Officers, ITDA, Category-I:

The eight larger ITDAs of Uttoor, Eturunagaram, Bhardrachalam, K.R.Puram, Rampachodavaram, Paderu, Parvathipuram and Seethampeta and ITDA, Srisailam.

Category to be considered:

- i) Senior Time Scale Officers of IAS.

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- ii) Senior Time Scale Officers of IFS with prior experience of working as Project Director, DRDA / Project Director, DWMA.
- iii) Special Grade Deputy Collectors.

(ii) Project Officers, ITDA, Category-II:

Smaller ITDA of Nellore (Yanadi)

Category to be considered:

- i) Special Grade Deputy Collectors or Deputy Collectors.
- ii) Joint Directors or Deputy Directors, or equivalent cadre of Officers belonging to the Departments of 1) Agriculture, 2) Animal Husbandry, 3) Forest, 4) Cooperation, 5) Planning, 6) Social Welfare, 7) Tribal Welfare, 8) Panchayat Raj, 9) Industries, 10) Registration & Stamps, 11) Labour & Employment, 12) Handloom & Textiles, 13) Information & Public Relations, 14) Treasuries & Accounts, 15) Medical & Health and 16) State Audit with atleast 3 years experience in any welfare or Rural Development Dept.,

3). Executive Director, (DSCSCS Ltd)

Category to be considered.

- i) Special Grade Deputy Collectors or Deputy Collectors having atleast two years of experience.
- ii) Joint Directors or Deputy Directors, or equivalent cadre of Officers belonging to the Departments of (1) Agriculture, (2) Animal Husbandry, (3) Forest, (4) Cooperation, (5) Planning, (6) Social Welfare, (7) Tribal Welfare, (8) Panchayat Raj (9) Industries, (10) Registration and Stamps, (11) Labour & Employment, (12) State Audit, (13) Handlooms & Textiles (14) Information and Public Relations (15) Treasuries & Accounts (16) Medical Health with atleast three years of experience as Dy. Director in which atleast two years of experience with Welfare Departments or Rural Development Department.
- iii) Orders issued in the GO.Ms.No.151, SW (SCP.2) Dept., Dt:27.12.1996, read with GO.Ms.No.69, SW (SCP.2) Dept., Dt:30.08.2004 regarding born employees of SC Corporation shall hold good.

4). Executive Director, District Backward Classes Services Cooperative Society Ltd., (DBCSCS Ltd)

Category to be considered.

- i) Deputy Collectors or Deputy Directors or Assistant Directors or equivalent cadre of Officers of other Departments.

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- ii) Orders issued in G.O.Ms.No.55 BC Welfare (A) Department. Dt: 06.11.2004, regarding borne employees of Backward Classes Corporation and Backward Classes Department shall continue to be in force.
- iii) Joint Directors or Deputy Directors, or equivalent cadre of Officers belonging to the Departments of (1) Agriculture, (2) Animal Husbandry, (3) Forest, (4) Cooperation, (5) Planning, (6) Social Welfare, (7) Tribal Welfare, (8) Panchayat Raj (9) Industries, (10) Registration and Stamps, (11) Labour & Employment, (12) State Audit, (13) Handlooms & Textiles (14) Information and Public Relations (15) Treasuries & Accounts (16) Medical Health with at list three years of experience as Dy. Director in which atleast two years of experience with Welfare Departments or Rural Development Department

5. Project Officers under Rajiv Vidya Mission in School Education Department (Sarva Siksha Abhiyan).

(i) Category of Officers to be considered.

Category to be considered

- a) Senior Time Scale Officers of IAS / IFS
- b) Spl. Grade Dy. Collectors.
- c) Directly recruited Deputy Collectors having a minimum experience of (2) two years.
- d) Additional / Joint Directors of Education Department.
- e) Dy. Directors / Joint Directors in School Education & Adult Education department.
- f) Principals of DIETs in the Education Department.
- g) Dy. Director / Jt. Director in Social Welfare, Tribal Welfare & BC Welfare departments.
- h) Chief Executive Officer, Zilla Praja Parishad.
- i) Readers/Professors of Universities with administrative capabilities.
- j) Principals of Degree Colleges with required aptitude and attitude.
- k) Joint Directors or Deputy Directors, or equivalent cadre of Officers belonging to the Departments of (1) Agriculture, (2) Animal Husbandry, (3) Forest, (4) Cooperation, (5) Planning, (6) Social Welfare, (7) Tribal Welfare, (8) Panchayat Raj (9) Industries, (10) Registration and Stamps, (11) Labour & Employment, (12) State Audit, (13) Handlooms & Textiles (14) Information and Public Relations (15) Treasuries & Accounts (16) Medical Health with at list three years of experience as Dy. Director in which atleast two years of experience with Welfare Departments or Rural Development Department.

(ii) Educational Qualifications:

Normally a post graduate, preferably a degree in education

(iii) Other Attributes:

- a) Aptitude for team work and community mobilization: and

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- b) strong motivation to work for SSA focus groups i.e., SC / ST / BC / Minorities / Children with special needs etc.,

6. Project Director, (Urban) MEPMA,

Category of Officers to be considered.

1. Directly recruited Deputy Collectors having a minimum experience of two years.
2. The officers of Jt. Directors level belonging to the following departments;

a) Agriculture, b) Animal Husbandry, c) Forest, d) Cooperation, e) Planning, f) Social Welfare, g) Tribal Welfare, h) Panchayat Raj, i) Industries, j) Registration & Stamps, k) Labour & Employment, l) Handloom & Textiles, m) Information & Public Relations, n) Treasuries & Accounts, o) Medical & Health p) State Audit and q) MA & UD Dept.
3. The Dy. Director / equivalent cadre of the above departments with at least 3 years of experience as Dy. Director / equivalent cadre in which atleast 2 years of experience with Rural Development Department or any welfare Department.

B. The Composition of Appointment Committee is as follows:

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| a) Chief Secretary to Government | : Chairman |
| b) Spl.CS / Prl Secy., to Govt.,
Revenue (Ser) Dept., | : Member |
| c) Principal Secretary to Government
Backward Classes Welfare Department. | : Member |
| d) Principal Secretary to Government
Social Welfare Department | : Member |
| e) Spl CS / Prl. Secy., to Govt
Tribal Welfare Department | : Member |
| f) Principal Secretary to Government
M A & U D Department. | : Member |
| g) Prl. Secretary to Govt SE Dept.,
Rajiv Vidya Mission | :Member |
| h) Principal Secretary(poll)
General Adminstration Dept., | :Member |
| i) Prl Secretary (RD)
Convener | :Member |

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I. The Appointment Committee shall discharge the following functions.

- a) To take action for posting of Officers in the above posts from the approved panel as proposed by the Departments concerned after obtaining 'No Objection' from the parent department from which the officer is proposed to be taken on deputation.
- b) To review the performance of the Officers already working in the above posts based on the considered opinion and remarks of the HoDs and Collectors concerned and take decision as to whether to continue them in the posts or to terminate their deputation.
- c) Proposals regarding repatriation to the Parent Department before the expiry of the tenure or withdrawal from deputation by the Parent Department before the term shall also be brought before the Appointment Committee for consideration and taking decision.

4. "Orders on the decisions of the Screening Committee/Appointment Committee shall be issued by the Departments concerned in the Secretariat in the name of the Chief Secretary to Government"

5. The term of officers posted shall be initially for a period of one year. They shall be repatriated to the parent Department by the competent authority after following necessary procedures if the services of the officer posted are found unsatisfactory.

6. All the Departments concerned shall take action accordingly.

7. A copy of this order is available on the internet and can be accessed at the address <http://www.ap.gov.in.gov.in> & <http://www.rd.ap.gov.in>.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

PANKAJ DWIVEDI,
CHIEF SECRETARY TO GOVERNMENT

To

The Spl. Chief Secretary to Government, Tribal Welfare Department

The Principal Secretary to Government (Services), Revenue Department.

The Principal Secretary to Government, Social Welfare Department

The Principal Secretary to Government, Rural Development.

The Principal Secretary to Government, BC Welfare Department

The Principal Secretary to Government (Poll.), General Administration Department.

The Secretary to Government, School Education (SSA) Department.

The Principal Secretary to Government, MA & UD Department.

All the Special Chief Secretaries / Principal Secretaries / Secretaries and Ex-Officio Secretaries.

The Chief Executive Officer, Society for Elimination of Rural Poverty (SERP),
AP, Hyderabad.

The Commissioner, Rural Development, AP, Hyderabad.

The Commissioner, AMR-APARD, Rajendranagar, AP, Hyderabad.

The Commissioner, Social Welfare, AP, Hyderabad.

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The Commissioner, Tribal Welfare, AP, Hyderabad.
The Commissioner, BC Welfare, AP, Hyderabad.
The Chief Executive Officer, Rajiv Vidya Mission (SSA), AP, Hyderabad.
The Vice Chairman and Managing Director, AP, Scheduled Castes
Cooperative Finance Corporation Limited, Hyderabad.
The Vice Chairman and Managing Director, AP, Backward Classes
Cooperative Finance Corporation Limited, Hyderabad.
All the Departments in the Secretariat.
All the Heads of Departments
All the District Collectors in the State.

Copy to:

The PS to Prl. Secretary to Chief Minister
The PS to Minister, Rural Development.
The PS to Minister, Social Welfare.
The PS to Minister, Tribal Welfare.
The PS to Minister Revenue.
The PS to Minister, School Education.
The PS to Minister, BC Welfare.
The PS to Chief Secretary,
The PS to Spl. C.S., PR & RD.
The PS to Principal Secretary, (RD).
The M & E Specialist, O/o Commissioner, RD to place the G.O. in the RD
Website.
The PR & RD [RD.III] Department.
SC/SF.

//FORWARDED :: BY ORDER//

SECTION OFFICER